

Message

From: Clemmer, Jill (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=MASSMAIL-01/CN=RECIPIENTS/CN=JILL.CLEMMER]
Sent: 6/24/2009 12:53:29 PM
To: Rozelta Boyd [REDACTED] Boyd, Rozelta (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=MASSMAIL-01/CN=RECIPIENTS/CN=Rozelta.Boyd]
CC: Lawler, Michael (DPH) [Michael.Lawler@state.ma.us]; Corkren, Edward (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=MASSMAIL-01/CN=RECIPIENTS/CN=Edward.Corkren]; Salemi, Charles (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=MASSMAIL-01/CN=RECIPIENTS/CN=Charles.Salemi]; jdorant@moses-ma.org; Ann Looney [alooney@moses-ma.org]
Subject: RE: Voluntary layoff

Hi Rozelta -

I think that we need to meet, so that I can better understand what you want to happen and why that hasn't happened so far. We may need to request a meeting with HR, after that. I copied our union steward and other BOD members to get their input. I'm not well versed in all HR policies, but I have heard mention of no terminal VACs (although, I think VAC can be used in conjunction with retirement). The voluntary layoffs are subject to approval - I believe that all DPH requests of this nature were denied.

I am busy this morning, but can meet this afternoon or tomorrow. If you are currently at home, please call my lab # and leave your home number so that I can reach you there.

Jill

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-----Original Message-----

From: Rozelta Boyd [REDACTED]
Sent: Tuesday, June 23, 2009 12:18 AM
To: Clemmer, Jill (DPH); Joe Dorant
Cc: Boyd, Rozelta (DPH)
Subject: Voluntary layoff

Good Morning,

I submitted paperwork for voluntary layoff approximately six weeks ago. Two weeks after my submission, I sent an email to human resources asking how long it usually takes for a response. During this time I had submitted a slip for vacation. I received a verbal response stating that I could not take a terminal vacation if I am going to be laid off. I rearranged my schedule left for a 6 day vacation. When I returned from vacation, approximately 3 weeks after I submitted my paperwork, I received a letter in the mail informing me that my application for voluntary layoff was denied. No reason was given.

On Friday, June 19th, I put in a slip for an extended vacation. I was told that if this was going to be a terminal vacation I would have to submit something in writing. I sent an email on Friday evening stating that I would not be returning to the State Lab after Tuesday, June 30th and that I would be using my remaining vacation time for the month of July. Monday morning I was told that my submission is not valid because it was an email (no signature) and that Human Resources would rather I be removed from the payroll for the new fiscal year. They would like me to terminate my employment on the 30th of June and they would pay me out for my vacation.

My questions are:

If they want me to terminate my employment completely on June 30th,
why deny the incentive?

Can they pressure me to leave at their convenience?

Can a terminal vacation be denied when I know terminal vacations have
been granted before?

I am considering resubmitting the paperwork for the voluntary layoff.
Any information you have would be greatly appreciated.

Thank you for your time and attention.

Rozelta Boyd.